

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W
-----010231Z 116297 /45
R 311854Z MAR 77
FM AMEMBASSY DUBLIN
TO SECSTATE WASHDC 8964

LIMITED OFFICIAL USE SECTION 1 OF 3 DUBLIN 0714

STADIS////////////////////////////////////

E.O. 11652: N/A
TAGS: AMGT, PFOR EI
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT IRELAND:
PARTS II AND III

PART II: RESOURCE ASSESSMENTS

A. STATE DEPARTMENT.

EMBASSY DUBLIN IS A SMALL MISSION WITH NO SUBSIDIARY POSTS OR ORGANIZATIONALLY DISTINCT SUBFUNCTIONS. WITH THE EXCEPTION OF ADMINISTRATIVE AND CONSULAR SECTIONS, EACH FUNCTIONAL SECTION OF THE EMBASSY IS COMPOSED OF ONE AMERICAN; THUS, WE HAVE COMPARATIVELY LITTLE ORGANIZATIONAL FLEXIBILITY IN THE PURSUIT OF OUR POLICY OBJECTIVES. WHAT WE HAVE WORKED OUT SUCCESSFULLY IS THE ESTABLISHMENT OF A CLIMATE OF COOPERATION THAT ENCOURAGES AMERICAN OFFICERS TO ASSIST EACH OTHER DURING PEAK PERIODS, AND THE DCM AND I ALWAYS HELP IN THE WORKING-LEVEL PROMOTION OF OUR OBJECTIVES, E.G., TRADE PROMOTION ACTIVITIES AND HANDLING CODELS. THIS PERMITS MORE ACTUAL MANPOWER FLEXIBILITY THAN WOULD APPEAR FROM A STAFFING CHART WITH ONE-MAN SECTIONS.

1. EXECUTIVE SECTION. THE DCM AND I WILL CONTINUE, AS IN
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THE PAST, TO TAKE AN ACTIVE PART IN FUNCTIONS RELATED TO POLICY EMPHASIS. WE ARE FULLY KNOWLEDGEABLE OF THE WORK OF THE POLITICAL OFFICER AND THE ECONOMIC OFFICER, AND WE DIRECT AND AUGMENT THE WORK OF THOSE SECTIONS WHENEVER REQUIRED.

2. POLITICAL SECTION. THE POLITICAL OFFICER IS FULLY OCCUPIED WITH OUR MAJOR BILATERAL AND MULTILATERAL POLITICAL INTERESTS. THE DCM BACKSTOPS HIM, AS DOES THE

ECONOMIC OFFICER.

3. COMMERCIAL SECTION. THE ECONOMIC/COMMERCIAL OFFICER HAS A HIGHLY-SKILLED STAFF OF THREE LOCALS WHO PERFORM MOST OF THE ROUTINE ECONOMIC/COMMERCIAL REPORTING REQUIREMENTS WITH MINIMAL SUPERVISION. TRADE PROMOTION ACTIVITIES ARE IMPORTANT TO ME, AND I DEVOTE PERHAPS AS MUCH AS 20 PERCENT OF MY TIME TO THEM. THE ADMINISTRATIVE OFFICER SERVES AS BACKUP FOR COMMERCIAL WORK AND THE DCM AND POLITICAL OFFICER ASSIST WITH ECONOMIC REPORTING WHENEVER REQUIRED.

4. CONSULAR SECTION. THE HIGH WORKLOAD, AND THE FACT THAT THEIRS IS A STATUTORY FUNCTION, REQUIRES THAT THE CONSULAR SECTION BE FULLY STAFFED. THE ASSIGNMENT OF TWO AMERICAN OFFICERS AND THIRTEEN LOCAL EMPLOYEES MAKES THE THE SECOND LARGEST SECTION IN THE EMBASSY. I AM CONCERNED THAT THE STEADILY INCREASING WORKLOAD OF THIS SECTION WILL PROVE TOO HEAVY A BURDEN OVER THE NEXT TWO OR THREE YEARS. TAKING THE DEPARTMENT'S CAVEAT THAT NEW WORKLOAD REQUIREMENTS WILL PROBABLY HAVE TO BE MET THROUGH REPROGRAMMING WITHIN THE MISSION, WE WILL HAVE TO BE ALERT TO DO JUST THAT IF THE SITUATION WARRANTS.

5. ADMINISTRATIVE SECTION. CURRENTLY, THERE ARE SIX AMERICANS AND FIFTEEN LOCAL EMPLOYEES ASSIGNED TO SIX SUB-SECTIONS WITHIN THE GENERAL ADMINISTRATIVE AREA WHICH PROVIDES SUPPORT TO ALL AGENCIES AT THE MISSION. WITH ONE AMERICAN ADMINISTRATIVE OFFICER AND ONE AMERICAN GENERAL SERVICES OFFICER TO SUPERVISE THE ADMINISTRATIVE, PERSONNEL, BUDGET AND FISCAL AND GENERAL SERVICES SUB-SECTIONS, THERE IS NO ROOM FOR "GIVE" AT THE POST. TWO AMERICAN COMMUNICATORS ARE THE BARE MINIMUM NEEDED TO HANDLE COMMUNICATIONS WHICH LIMITED OFFICIAL USE

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HAVE INCREASED RAPIDLY SINCE IRELAND JOINED THE EC. THE REGIONAL SECURITY OFFICE CONSISTS OF TWO AMERICANS AND THE PLANNED CLOSING OF THIS OFFICE (DISCUSSED IN MORE DETAIL IN PART III) WILL PLACE A GREATER WORKLOAD ON THE REMAINING OFFICERS. AS IN THE CONULAR SECTION, WE STILL PLAN ON BEING ABLE TO CONTINUE THE WORK OF THE ADMINISTRATIVE SECTION WITHOUT AN IMMEDIATE NEED TO INCREASE THE RESOURCES DEDICATED TO IT.

B. OTHER AGENCIES.

OTHER AGENCIES REPRESENTED AT EMBASSY DUBLIN ARE:
U.S. INFORMATION SERVICE, DEFENSE ATTACHE OFFICE,
AGRICULTURAL ATTACHE, AND A U.S. AIR FORCE VETERINARY UNIT.

1. U.S. INFORMATION SERVICE. A FULL USIS INSTALLATION WAS ESTABLISHED IN DUBLIN WITH THE ASSIGNMENT OF A PAO IN AUGUST 1975. I HAVE EMPHASIZED IN PART I THE INTERESTS AND OBJECTIVES OF THE USIS MISSION AND ITS OVERALL ROLE IN FURTHERING OUR POLICY OBJECTIVES IN IRELAND. THIS SMALL USIS PRESENCE CONSISTS OF ONE AMERICAN PAO AND THREE LOCALS. I

STRONGLY BELIEVE THAT ANY REDUCTION IN THE STAFF LEVEL WOULD
DECIMATE THE PROGRAM. I ALSO BELIEVE THAT AN INCREASE IN THE
STAFF, EITHER AMERICAN OR LOCAL, WOULD ENABLE US TO BETTER
PERFORM THE JOB THAT NEEDS TO BE DONE HERE. I WANT TO BE
REALISTIC, HOWEVER, ABOUT THE ROLE OF THE USIS

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PROGRAM IN IRELAND VERSUS THE AGENCY'S WORLDWIDE COMMIT-
MENTS AND BELIEVE NO INCREASE IN PERSONNEL RESOURCES ARE
ABSOLUTELY REQUIRED AT THIS TIME. OUR USIS PROGRAM IS ONLY
A-YEAR-AND-A-HALF OLD AND I BELIEVE THE "START UP" TIME IS
SUFFICIENTLY LONG THAT WE ARE ONLY NOW BEGINNING TO SEE THE
FRUITS OF OUR EFFORTS. I BELIEVE THE EXISTING STAFF LEVEL
IS ADEQUATE FOR OUR MODEST PROGRAM FOR THE NEXT TWO YEARS.

2. DEFENSE ATTACHE OFFICE. THE DAO CONSISTS OF
THE AMERICAN DEFENSE ATTACHE, AN ENLISTED MAN AND ONE LOCAL.
HE CONDUCTS ROUTINE LIAISON WITH THE IRISH DEFENSE FORCES
AND CONTRIBUTES INTELLIGENCE TO THE POLITICAL INTERESTS AND
OBJECTIVES INVOLVING THE NORTHERN IRELAND PROBLEM. HE ALSO
CONTRIBUTES INTELLIGENCE ON IRELAND'S NEW BUT INCHOATE
INTERESTS IN SECURITY AS A RESULT OF FISHERIES AND SEABED
OIL RESOURCES. I BELIEVE THE PRESENT SIZE OF THE DAO IS
ADEQUATE TO THE TASKS WE HAVE AGREED UPON.

3. AGRICULTURAL ATTACHE. THIS SECTION IS
COMPOSED OF THE AGRICULTURAL ATTACHE AND TWO LOCAL EMPLOYEES.
AGRICULTURE IS ONE OF IRELAND'S BIGGEST BUSINESSES, BOTH
IN EXPORTS AND IMPORTS. THE AGRICULTURAL ATTACHE CONTRIBUTES
HEAVILY TO THE ECONOMIC/COMMERCIAL INTERESTS AND OBJECTIVES
IN PART I, INCLUDING TRADE PROMOTION AND ECONOMIC REPORTING.

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THE PRESENT STAFF LEVEL IS ADEQUATE TO THE TASK.

4. U.S. AIR FORCE VETERINARY UNIT. THIS UNIT IS STAFFED BY ONE LT. COLONEL AND SEVEN ENLISTED MEN. WHILE I HAVE INCLUDED THEM IN THE OTHER AGENCY PROGRAM FOR THE SAKE OF COMPLETENESS, THEY WORK SEPARATELY UNDER MY GENERAL SUPERVISION AND ARE HOUSED IN THE CHANCERY FOR CONVENIENCE. THEIR ROLE IS TO INSPECT MEAT CONTRACTED FOR PURCHASE IN IRELAND FOR THE U.S. MILITARY FORCES IN EUROPE. FOR A VARIETY OF REASONS, IRELAND HAS BEEN LOW BIDDER ON MOST OF THESE CONTRACTS FOR SEVERAL YEARS. THE SIZE OF THE UNIT IS ADEQUATE TO THE MEAT INSPECTION DUTIES THEY PERFORM.

PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING.

THE STAFFING LEVEL OF THE EMBASSY HAS BEEN REVIEWED DURING THE PAST YEAR FOR THE MODE AND FOR THE FOREIGN SERVICE INSPECTION, AND IN EACH INSTANCE THERE WERE NO JUSTIFIABLE REASONS FOR REPROGRAMMING ANY POSITIONS WITHIN THE EMBASSY. EVEN THOUGH THERE HAS BEEN A CONSTANT INCREASE IN THE WORKLOAD OF THE CONSULAR SECTION DURING RECENT YEARS, IT IS STILL BELIEVED THAT FOR THE COMING YEAR THE CURRENT STAFFING LEVELS ARE ADEQUATE FOR PERFORMANCE OF THE ANTICIPATED WORKLOAD OF THAT SECTION.

AT PRESENT, THERE IS ONE POSITION WHICH IS SHARED 50-50 BETWEEN THE CONSULAR SECTION AND THE ADMINISTRATIVE SECTION. BASED ON A PLANNED REALIGNMENT OF PERSONNEL, IT IS PROBABLE THAT THIS POSITION WILL BE ASSIGNED TOTALLY TO THE CONSULAR SECTION DURING THE COMING YEAR.

B. INCREASES/DECREASES.

INCREASES: NO INCREASES ARE CONSIDERED NECESSARY AT THIS TIME. THIS STATEMENT AND THE COMMENTS IN SECTION A ABOVE ARE PREDICATED UPON THE ASSUMPTION THAT THE EMBASSY WILL CONTINUE TO BE AUTHORIZED TWO SUMMER PIT POSITIONS IN THE CONSULAR SECTION. DISCONTINUANCE OF THIS PROGRAM WOULD NECESSITATE AN INCREASE IN THE EMBASSY'S LOCAL PERSONNEL COMPLEMENT LEVEL.

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DECREASES: THERE IS ONE LOCAL POSITION WHICH CAN BE RELINQUISHED. THIS IS A CORE GARDENER POSITION RECENTLY VACATED BY THE DEATH OF THE INCUMBENT. IN ACCORDANCE WITH FOREIGN SERVICE INSPECTOR RECOMMENDATIONS AND INSTRUCTIONS FROM THE REGIONAL BUREAU, THIS POSITION WILL BE WITHDRAWN AND THE DUTIES WILL BE PERFORMED THROUGH THE USE OF A NON-PERSONAL

SERVICES CONTRACT.

THERE IS ONE AMERICAN POSITION WHICH CAN BE RELINQUISHED WITHIN THE NEXT YEAR. THIS IS THE REGIONAL SECURITY OFFICER POSITION. AT THIS TIME IT IS FELT THAT THE POSITION CAN BE GIVEN UP AFTER SECURITY IMPROVEMENT PROJECTS NOW IN PROCESS OR IN THE PLANNING STAGES ARE COMPLETED. THE AVAILABILITY OF THIS POSITION IS ALSO BASED ON THE ASSUMPTION THAT THERE IS NO SIGNIFICANT INCREASE IN ANTI-AMERICAN TERRORIST ACTIVITY IN THE REPUBLIC. AT PRESENT, THE OFFICE OF SECURITY IS PLANNING TO CLOSE THE REGIONAL SECURITY OFFICE IN DUBLIN IN JUNE 1977. I FEEL THAT THIS IS TOO EARLY AND HAVE REQUESTED THAT THE CLOSING WILL BE DELAYED UNTIL THE SECURITY PROJECTS ARE COMPLETED.

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C. LOWER PRIORITY POSITIONS.

BEING A SMALL POST, IT IS EXTREMELY IMPORTANT THAT NO LOCAL POSITIONS BE CUT BEYOND THOSE DISCUSSED IN SECTION B ABOVE. EACH OF THE SUB-SECTIONS OF THE EMBASSY CONSIST OF AS FEW AS ONE LOCAL EMPLOYEE AND ONLY TWO UNITS HAVE AS MANY AS FOUR LOCAL EMPLOYEES. A LOSS OF ANOTHER LOCAL POSITION IS NOT FEASIBLE SINCE THE WORK OF THAT POSITION WOULD NOT BE PROPERLY DISTRIBUTABLE TO OTHER SECTIONS. THEREFORE, I HOPE THAT IT WILL BE ACCEPTABLE TO LIST IN THIS SECTION THE SAME LOCAL POSITION WHICH WAS IDENTIFIED IN SECTION B ABOVE AS BEING AVAILABLE FOR WITHDRAWAL.

IN REGARD TO AMERICAN POSITIONS, THE LOWEST PRIORITY POSITION IS THAT OF THE AMERICAN SECRETARY IN THE REGIONAL

SECURITY OFFICE. THE OFFICE OF SECURITY PLANS TO WITHDRAW THIS POSITION IN JUNE 1977 WHEN IT CLOSES THE REGIONAL SECURITY OFFICE. I HAVE REQUESTED THAT A NEW POSITION BE AUTHORIZED TO REPLACE THIS POSITION WHENEVER THE RSO POSITION IS WITHDRAWN. THE INCUMBENT WOULD CONTINUE TO PROVIDE SECRETARIAL ASSISTANCE TO THE POLITICAL OFFICER, WHO HAS NO SECRETARY, AND TO THE ADMINISTRATIVE OFFICER, WHO HAS NO AMERICAN SECRETARY; WOULD PROVIDE BACK-UP SUPPORT TO THE TWO ONLY OTHER AMERICAN SECRETARY POSITIONS IN THE EMBASSY, WHICH LIMITED OFFICIAL USE

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ARE IN THE EXECUTIVE OFFICE; WOULD ASSUME THE MAJORITY OF THE RESIDUAL, DETAILED POST SECURITY OFFICER DUTIES; AND WOULD PROVIDE ASSISTANCE TO ALL THE ADMINISTRATIVE SECTIONS. THE POSITION WOULD BE CLASSED AS A SECRETARY/ADMINISTRATIVE ASSISTANT. THE EMBASSY LOST ONE AMERICAN SECRETARY POSITION IN 1976 AND WHILE THE LOSS OF ANOTHER SECRETARY POSITION WOULD LEAVE THE EMBASSY IN AN EXTREMELY VULNERABLE POSITION, IT IS STILL CONSIDERED TO BE THE LOWEST PRIORITY AMERICAN POSITION.

MISSION STAFFING CHART

CURRENT FY 77

AGENCY/FUNCTION	AMER.	AMER.	FSL	FSL
OFFS.	STAFF	PROFES	STAFF	
STATE				
EXECUTIVE	2	2	-	3
POLITICAL	1	-	-	1
ECON/COML	1	-	2	1
CONSULAR	2	-	10	3
ADMINISTRATIVE	3 CORE	3 CORE	9	6 CORE
	(7 CORE)			
	(2 DAS)			
(COMMUNICATIONS	-	2 CORE	-	2 CORE)
(REGIONAL SECURITY	1 CORE	1 CORE	-	-)

OTHER AGENCIES

USIS	1	-	2	1
AGRIC	1	-	1	1
DOD	2	8	-	1
MARINE GUARD	-	6	-	-

PROJECTED FY 79

STATE				
EXECUTIVE	2	2	-	3
POLITICAL	1	-	-	1
ECON/COML	1	-	2	1
CONSULAR	2	-	10	3
ADMINISTRATIVE	2 CORE	3 CORE	9	5 CORE

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(7 CORE)

(2 DAS)

(COMMUNICATIONS - 2 CORE - 2 CORE)

OTHER AGENCIES

USIS	1	-	2	1
AGRIC	1	-	1	1
DOD	2	8	-	1
MARINE GUARD	-	6	-	-
CURLEY				

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